

Message Text

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11

ACTION ARA-20

INFO OCT-01 EA-11 ADP-00 M-03 PER-05 L-03 RSC-01 RSR-01

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FM AMEMBASSY SEOUL

TO SECSTATE WASHDC 9091

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E.O. 11652: N/A

TAGS: APER, KS

SUBJECT: AFSA/KOREA CHAPTER COMMENTS ON 1973 OFFICER SELECTION
BOARD PRECEPTS

DEPARTMENT PLEASE PASS TO RICHARD H. MELTON (ARA/LA/PLC 6909)
CHAIRMAN AFSA STATE NEGOTIATIONS COMMITTEE

FROM AFSA/KOREA CHAPTER.

1. YOUR JULY 3 LETTER RECEIVED TOO LATE TO PERMIT MAILING
COMMENTS BY CHAPTER MEMBERS ON 1973 OFFICER SELECTION PRECEPTS.
LETTER WITH CHAPTER'S COMMENTS ON PRECEPTS IS BEING POUCHED.
MAIN POINTS ARE:

A. PRECEPTS ARE NOTABLE IMPROVEMENT OVER PAST ONES IN ATTEMPTING
SHARPEN DEFINITIONS, ESTABLISH CRITERIA FOR STANDARD OF
PERFORMANCE, ELIMINATE SPECIAL TREATMENT NOR CERTAIN CATEGORIES,
REQUIRE REASONS FOR LOW RATINGS AND ENSURE OFFICER IS NOT
DISADVANTAGED BY OUT-OF-CHARACTER LOW REPORT OR REBUTTAL.
IMPROVEMENTS DO NOT GO FAR ENOUGH, HOWEVER, AND SHOULD BE
STRENGTHENED. PRECEPTS APPEAR TO HAVE BEEN DRAFTED IN SECTIONS
WITHOUT CLOSE COORDINATION, WITH A NUMBER OF INTERNAL INCONSIST-
ENCIES APPARENT. A TARGET OF ONE PERCENT SELECTION OUT IN

DEVELOPMENT OF STANDARDS IS BOTH ARBITRARY AND UNREALISTIC.

B. ALTHOUGH THE PROBLEM MAY BE WORDING RATHER THAN INTENT
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OF PROCEDURES IN SOME CASES, THE PRECEPTS CONTAIN IMPLICIT

DISCRIMINATION FAVORING ONE OR MORE SETS OF OFFICERS OVER OTHERS.

FSO'S, FSR/RU'S AND FSSO'S ALL COMPETE FOR PROMOTIONS, BUT ONLY
FSO'S PLUS A FEW FROM OTHER CATEGORIES ARE SUBJECT TO
SELECTION OUT, AND THEREFORE TO LOW RATING. LABOR OFFICERS
APPEAR TO BE SINGLED OUT FOR SPECIAL TREATMENT. CONE-CLASS
BREAKDOWNS OF SPECIAL INTERMEDIATE BOARDS IMPLY THAT OFFICERS
IN SOME RANKS OR SPECIALTIES FOR WHICH INDIVIDUAL BOARDS
ESTABLISHED HAVE BETTER OPPORTUNITY FOR PROMOTION LISTING THAN
THOSE BEING RANKED BY BOARDS WITH BROADER RANK OR CONE COVERAGE.
AFSA NEGOTIATIONS COMMITTEE IS REQUESTED TO WORK TOWARD
ELIMINATING ACTUAL AREAS OF DISCRIMINATION IT MAY FIND.
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Disposition Approved on Date:
Disposition Authority: n/a
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 JAN 1960
Disposition Event:
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